

# Williams

## COMMUNITY HEALTH COMMITMENT

### Faculty and Staff

Williams will welcome students back to campus for a new hybrid model of education, with students participating in classes and other experiences both in-person and remotely. But this is only possible if all college community members, students, staff, and faculty act in a manner consistent with the college's protective measures that implement federal, state, and local emergency orders, relevant public health guidelines, and guidance from the college's public health advisors.

This Community Health Commitment explains the responsibilities and obligations for faculty and staff working on campus. Please take the time to read this Public Health Commitment carefully, because it is especially important that you understand both your obligations as a member of the college community and how life and work on campus will be different this year. Please be assured that similar and equivalent responsibilities will apply to students on campus.

Williams prioritizes the health, safety, and welfare of every member of its community but cannot predict how the COVID-19 pandemic will evolve and cannot guarantee a COVID-19-free environment. Because asymptomatic people may transmit the virus to others who could become critically ill or die from the disease, it is critically important that all people behave as if they might be contagious. Preventing the spread of the virus requires the diligence, sustained effort, and patience of our entire community.

The college will take all reasonable steps to create a safe environment, but cannot guarantee a risk-free campus. You cannot rely on the college alone to protect you. You also bear responsibility for, and have the ability to protect, your own health and safety. By signing this commitment, you agree that you will do your part and will comply with the college's public health rules and protective measures on campus.

The current rules in effect campus-wide will be communicated broadly across campus and directly to members of the college community and will be available on the websites for Human Resources and the Dean of Faculty. They will be updated periodically, becoming more permissive or more restrictive as circumstances warrant. In addition, departments, centers, and offices across campus will likely develop protective measures tailored to their specific needs and risks, which also will be communicated directly to those members of the college community. If at any time, you have any questions or concerns about the measures in place or your particular circumstances, you are encouraged to raise them with your supervisor or Human Resources if you are a member of staff, or your department chair or the Dean of Faculty's office if you are a faculty member.

You can expect the measures on campus will include some or all of the following:

- Adhering to the guidelines on handwashing, cleaning, and sanitization of shared spaces and contact surfaces as developed by the CDC and adopted by the college (see the latest CDC Guidance on [How to Protect Yourself and Others](#))
- Social distancing of more than 6'
- Wearing masks or other protective face coverings when inside of a campus building (except within a personal office) or outside when social distancing is not possible
- Hosting visitors and inviting guests to campus, including contractors, vendors, and speakers, only in accordance with the college policies then in effect
- Restricting group gatherings to specific sizes, locations, or types of events
- Complying with wellness monitoring protocols, including temperature and symptom checks, developed to protect the security and confidentiality of health data
- Participating in the college's viral testing protocols as may be required
- Answering questions and otherwise cooperating as may be necessary for effective contact tracing (see [CDC Contact Tracing](#) for more information)
- Complying fully with all business travel restrictions
- Complying strictly with all quarantine or isolation directives, including any required upon return from business or personal travel (quarantine following personal travel may require the use of personal or vacation leave)
- Relocating to alternative work environments upon the request of the college

It will be more important than ever to be kind, patient, and respectful to each other as we all adjust to this new normal together. Each of us may need a friendly reminder from time to time if we forget or stray from the new requirements on campus. We will all be better off the more we can give and receive these reminders with goodwill and cooperation. At the same time, the college will take action in response to repeated or serious infractions.

**By signing this commitment, you understand and acknowledge that the college's public health rules and protective measures are an essential part of the college's work expectations and conduct standards, that the college will enforce them in accordance with its policies, and that behaviors that endanger public health and safety will not be tolerated.**

Date: \_\_\_\_\_

Signature of: \_\_\_\_\_

[Please sign digital form](#)

**Form confirmation email for the form:**

Thank you for submitting the Community Health Commitment for Faculty and Staff.

If you have not done so already, please complete the required [Coronavirus \(COVID-19\) Prevention in the Workplace training by Safety Skills](#). This training should be **completed by August 14, 2020**.

Safety Skills uses your work email/google login, so it should automatically log you in. If you have any trouble logging in, contact the [OIT help desk](#).

If you have any additional questions, please feel free to contact [Christina Sanborn](#), Executive Director for Facilities Operations.

**Campus email draft:**

Dear Colleagues,

All Williams faculty, staff, and students returning to campus are expected to sign a Community Health Commitment that affirms their understanding of procedures and policies, as well as their commitment to the Williams community. This is an important step in affirming our shared responsibility for the safety and wellbeing of our community.

The college will undertake an educational campaign to ensure expectations are clear and well-communicated. We will also be launching web-based training for Coronavirus (COVID-19) prevention in the workplace to ensure everyone is well informed about how to prevent and reduce transmission and maintain a healthy work environment.

A preview of the Faculty and Staff Community Health Commitment can be viewed [here](#). We plan to circulate the actual form for your digital signature within the next week. A preview of the Student Community Health Commitment can be viewed [here](#). Students will be asked to officially sign the commitment as part of the housing process.

We appreciate your shared commitment to making this fall as safe and successful as we can for everyone. Please contact us with any questions.

Thank you,

Danielle Gonzalez

Director of Human Resources

Safa Zaki

Dean of Faculty, Professor of Psychology

Preview